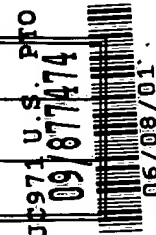


IN THE UNITED STATES PATENT AND TRADEMARK OFFICE  <b>INFORMATION DISCLOSURE CITATION</b>	DOCKET NO. digitalReach-Full	SERIAL NO.
	APPLICANT (S) Roland R. Thomas	
	FILING DATE June 8, 2001	ART UNIT



### I. U.S. PATENT DOCUMENTS

EXAMINER INITIAL	DOCUMENT NO.	DATE	NAME	CLASS	SUBCLASS	FILING DATE

### II. FOREIGN PATENT DOCUMENTS

EXAMINER INITIAL	DOCUMENT NO.	DATE	COUNTRY	CLASS	SUBCLASS	TRANSLATION	
						YES	NO

### III. OTHER DOCUMENTS (Including Author, Title, Date, Pertinent Pages, Etc.)

✓	ix Match Software ( <a href="http://www.ixmatch.com">http://www.ixmatch.com</a> ), dated June 7, 2001, one page
	Personic Software ( <a href="http://www.personic.com">http://www.personic.com</a> ), dated June 7, 2001, one page
✓	VirtualEdge; E*Track System; E*ppl System ( <a href="http://www.virtual-edge.net">http://www.virtual-edge.net</a> ), dated June 7, 2001, two pages
✓	Kenexa; Recruiter (formerly TalentPoint) ( <a href="http://www.kenexa.com">http://www.kenexa.com</a> ), dated June 7, 2001, two pages
✓	Recruitsoft; Recruiter's WebTop ( <a href="http://www.recruitsoft.com">http://www.recruitsoft.com</a> ), dated June 7, 2001, two pages
✓	BrassRing Systems ( <a href="http://www.brassringsystems.com">http://www.brassringsystems.com</a> ), dated June 7, 2001, one page
✓	Hire.com; e-Recruiter ( <a href="http://www.hire.com">http://www.hire.com</a> ), dated June 7, 2001, one page
✓	Deploy Solutions ( <a href="http://www.deploy.com">http://www.deploy.com</a> ), dated June 7, 2001, one page
✓	Hotjobs.com ( <a href="http://www.hotjobs.com">http://www.hotjobs.com</a> ), dated June 7, 2001, on page
✓	Pentawave; IdealHire ( <a href="http://www.idealhire.com">http://www.idealhire.com</a> ), dated June 7, 2001, one page
✓	Icarian; Workforce ( <a href="http://www.icarian.com">http://www.icarian.com</a> ), dated June 7, 2001, one page
	Lawson Software; "e-Recruiting Services" ("ijob") ( <a href="http://www.ijob.com">http://www.ijob.com</a> ), dated June 7, 2001
✓	PureCarbon, Inc.; JobPlanet ( <a href="http://www.purecarbon.com">http://www.purecarbon.com</a> ), dated June 7, 2001
✓	SkillsVillage ( <a href="http://www.skillsvillage.com/">http://www.skillsvillage.com/</a> ), dated June 7, 2001

EXAMINER	DATE CONSIDERED
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IN THE UNITED STATES PATENT AND  
TRADEMARK OFFICE

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In Re the Provisional Application of:      Roland R. Thomas

Serial Number:

Filed:

For:      A System For Human Capital Management

Group Art Unit:

Examiner:

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**CERTIFICATE OF EXPRESS MAILING**

I, Shannon Nation-Kammerer, hereby certify to the truth of the following items:

1. I am an employee of Santangelo Law Offices, P.C., 125 South Howes, 3rd Floor, Fort Collins, Colorado 80521.
2. I have this day deposited the attached Information Disclosure Citation with copies of the cited references with the United States Postal Service as "Express Mail" for mailing to the Assistant Commissioner for Patents, Box Patent Application, Washington, D.C. 20231 on this 8 day of June, 2001.

  
Shannon Nation-Kammerer